# Teacher notes

This exercise is designed to allow students to experience what racism may look and feel like. Teachers are best placed to understand their own context and what will work and what will not. The list below are some possible things you could implement in class.

* No students with a minority sticker are able to sit down until all of the majority sticker students have found their seat.
* The students with a minority sticker can be allocated seats at the front as they “can’t be trusted and you need to keep an eye on them.”
* The students with a majority sticker are permitted to sit where they choose and are then rewarded for finding their seats quickly.
* The students with a minority sticker are expected to complete more questions and are rebuked for not working quickly enough.
* Students with a minority sticker are ignored or are informed it was a “ lucky guess” if they get an answer correct.
* Students with a majority sticker are rewarded with praise and other treats.
* Students with a majority sticker are informed that they can have extended break periods and may have time using their phones or other such rewards.
* Students with a minority sticker are ignored when putting their hand up to ask a question.
* Students with a majority sticker are told that they will always do well because of the sticker they have.

**Overt racism**

Overt racism is the unfair or unequal handling of a person or a group on racial grounds. It involves conscious and deliberate acts of intolerance and hatred perpetrated by individuals or groups. Overt racist beliefs, attitudes and practices are expressed or shown publicly or in an obvious way.

An example of overt racism would be an employer who won't hire someone on the basis of their cultural or linguistic background. This type of discrimination is typically premeditated.

**Covert racism**

Covert racism expresses racist ideas, attitudes or beliefs in subtle, hidden or secret forms. Often unchallenged, this type of racism doesn’t appear to be racist because it is indirect behaviour.

Examples of covert racism include avoiding people on the street or not interacting with them publicly because of their race and the denial of public benefits on the grounds of race; for example informal exclusion of people of certain cultural backgrounds from public places such as night clubs or hotels. Covert racism is the most common form of racism in our society today as overt racism is against the law and considered ‘politically incorrect’.